United Nations ST/IC/2016/5

Secretariat

15 January 2016

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category**

1. The General Assembly, in its resolution 70/244, approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2016. The scale reflects the consolidation, on a no-loss/no-gain basis, of 1.08 multiplier points into the net base salaries in effect under the salary scale of 1 January 2015.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 January 2016 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. In its sixteenth annual report to the General Assembly, for 1990, ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the base salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories (see A/45/30, para. 270 (e)). Accordingly, the net base salary scale for staff in the Field Service category has also been revised, effective 1 January 2016, to reflect the consolidation of 1.08 multiplier points into net base salaries, as indicated in paragraph 1 above.

4. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2016, showing gross salaries and their net equivalents after application of staff assessment, are reproduced in annexes I and II to the present circular. The implementation of these scales will be reflected in the end-of-January 2016 payroll.

* The present circular, which cancels and supersedes ST/IC/2015/7 of 19 February 2015, will be in effect until further notice.

Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2016

		Steps														
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
USG	Gross	194 136														
	Net D	149 395														
	Net S	134 449														
ASG	Gross	176 463														
	Net D	137 024														
	Net S	124 080														
			*	*	*	*	*									
D-2	Gross	144 751	147 815	150 920	154 117	157 314	160 510									
	Net D	114 668	116 905	119 144	121 382	123 620	125 857									
	Net S	105 345	107 233	109 114	110 990	112 861	114 721									
						*	*	*	*	*						
D-1	Gross	132 290	134 984	137 668	140 362	143 055	145 742	148 437	151 174	153 980						
	Net D	105 572	107 538	109 498	111 464	113 430	115 392	117 359	119 322	121 286						
	Net S	97 583	99 289	100 994	102 692	104 389	106 081	107 766	109 451	111 130						
												*	*	*		
P-5	Gross	109 449	111 738	114 029	116 315	118 608	120 895	123 188	125 475	127 766	130 055	132 344	134 632	136 923		
	Net D	88 898	90 569	92 241	93 910	95 584	97 253	98 927	100 597	102 269	103 940	105 611	107 281	108 954		
	Net S	82 586	84 072	85 552	87 032	88 510	89 981	91 454	92 923	94 390	95 853	97 316	98 771	100 229		
														*	*	*
P-4	Gross	90 038	92 080	94 122	96 162	98 205	100 264	102 475	104 685	106 895	109 101	111 314	113 521	115 730	117 941	120 151
	Net D	74 130	75 743	77 356	78 968	80 582	82 193	83 807	85 420	87 033	88 644	90 259	91 870	93 483	95 097	96 710
	Net S	69 032	70 499	71 969	73 431	74 895	76 358	77 820	79 278	80 736	82 193	83 646	85 100	86 554	88 004	89 454
															*	*
P-3	Gross	74 013	75 903	77 794	79 680	81 572	83 461	85 348	87 241	89 129	91 019	92 911	94 799	96 690	98 578	100 505
	Net D	61 470	62 963	64 457	65 947	67 442	68 934	70 425	71 920	73 412	74 905	76 400	77 891	79 385	80 877	82 369
	Net S	57 379	58 751	60 126	61 497	62 873	64 244	65 615	66 991	68 361	69 735	71 103	72 473	73 838	75 209	76 577
													*			
P-2	Gross	60 715	62 405	64 095	65 786	67 477	69 165	70 857	72 544	74 235	75 928	77 615	79 306			
	Net D	50 965	52 300	53 635	54 971	56 307	57 640	58 977	60 310	61 646	62 983	64 316	65 652			
	Net S	47 803	49 015	50 223	51 434	52 642	53 853	55 083	56 310	57 542	58 770	59 995	61 228			
P-1	Gross	47 464	48 976	50 516	52 146	53 767	55 392	57 016	58 644	60 265	61 887					
	Net D	40 344	41 630	42 908	44 195	45 476	46 760	48 043	49 329	50 609	51 891					
	Net S	38 056	39 239	40 423	41 605	42 786	43 969	45 151	46 319	47 481	48 644					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2016

Level	Steps														
	I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
											*	*			
FS-7 Gross	89 492	91 647	93 800	95 944	98 094	100 264	102 595	104 916	107 247	109 573	111 900	114 232			
Net D	73 699	75 401	77 102	78 796	80 494	82 193	83 894	85 589	87 290	88 988	90 687	92 389			
Net S	68 637	70 200	71 757	73 315	74 869	76 358	77 986	79 542	81 100	82 656	84 165	85 660			
											*	*			
FS-6 Gross	74 501	76 477	78 458	80 432	82 406	84 382	86 363	88 347	90 320	92 296	94 275	96 251			
Net D	61 856	63 417	64 982	66 541	68 101	69 662	71 227	72 794	74 353	75 914	77 477	79 038			
Net S	57 734	59 169	60 613	62 046	63 480	64 918	66 352	67 794	69 227	70 660	72 091	73 521			
FS-5 Gross	64 129	65 814	67 500	69 185	70 875	72 563	74 252	75 937	77 628	79 315	81 001	82 690	84 373		
Net D	53 662	54 993	56 325	57 656	58 991	60 325	61 659	62 990	64 326	65 659	66 991	68 325	69 655		
Net S	50 247	51 453	52 661	53 872	55 098	56 324	57 552	58 776	60 006	61 234	62 459	63 682	64 909		
														*	*
FS-4 Gross	56 246	57 652	59 051	60 449	61 852	63 248	64 648	66 052	67 451	68 853	70 253	71 609	73 056	74 454	75 853
Net D	47 434	48 545	49 650	50 755	51 863	52 966	54 072	55 181	56 286	57 394	58 500	59 571	60 714	61 819	62 924
Net S	44 591	45 611	46 613	47 614	48 616	49 618	50 616	51 627	52 626	53 627	54 644	55 631	56 682	57 698	58 714
														*	*
FS-3 Gross	49 404	50 556	51 742	52 932	54 120	55 315	56 505	57 696	58 889	60 072	61 263	62 457	63 651	64 841	66 029
Net D	41 993	42 939	43 876	44 816	45 755	46 699	47 639	48 580	49 522	50 457	51 398	52 341	53 284	54 224	55 163
Net S	39 578	40 445	41 311	42 179	43 044	43 912	44 778	45 641	46 493	47 341	48 201	49 051	49 906	50 755	51 609
											*	*			
FS-2 Gross	43 893	44 871	45 852	46 827	47 806	48 782	49 718	50 795	51 849	52 900	53 951	55 000			
Net D	37 309	38 140	38 974	39 803	40 635	41 465	42 260	43 128	43 961	44 791	45 621	46 450			
Net S	35 266	36 031	36 794	37 560	38 323	39 093	39 82[illegible]	40 623	41 388	42 156	42 920	43 685			
FS-1 Gross	39 074	39 934	40 792	41 652	42 509	43 375	44 234	45 092	45 953	46 811					
Net D	33 213	33 944	34 673	35 404	36 133	36 869	37 599	38 328	39 060	39 789					
Net S	31 507	32 177	32 846	33 515	34 183	34 859	35 534	36 201	36 874	37 546					

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